

## Research Report

**COMMITTEE:** Youth Assembly (YA) - Social Injustice

**ISSUE:** How to Combat Discrimination and Social Injustice in a multicultural world?

**CHAIRS:** Mael QUEGUINER, Vikasni TUMALAPALLI

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### How to combat Discrimination and Social Injustice in a multicultural world?

*The problem should be debated in a youth assembly manner, with concrete, creative solutions that can be put in place at a local level in your daily environment. It should also be focused on "the youth" (individuals around your age).*

#### YOUTH ASSEMBLY

The Youth Assembly is a distinct committee of the FerMUN conference where young leaders come together to engage in meaningful discussions on pressing global issues. It empowers participants to voice their ideas and collaborate on innovative solutions in a dynamic and inclusive environment. One key difference from traditional committees is the focus on collaboration over competition; in the Youth Assembly, participants work together to brainstorm creative solutions rather than trying to win arguments. Additionally, the Youth Assembly often emphasizes solutions that will then be put in place in delegates' own environment.

#### CHAIRPERSON'S STATEMENT

Dear Delegates,

My name is Maël Queguiner, I am 17 years old, and I attend the International School of Ferney-Voltaire as a terminale (12th grade) student. I follow the English section of my highschool. Having lived in Africa, Asia, and Europe, I have developed a deep passion for travel and various sports such as football, surfing, and tennis. In addition, I strive to balance my student-life with social breaks, where I enjoy time with friends and family.

For the past two years, I have been actively engaged in the FerMUN program, where I have had the honor of serving as an interpreter and a delegate. This experience allowed me to debate and

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interpret various topics like fast fashion and youth employment, thereby broadening my understanding of global challenges.

This year, we will explore diverse themes centered around the crucial issue of social injustice. In a world rife with conflicts and disagreements, respect and cooperation become fundamental principles. However, discrimination and social injustice, fueled by absurd stereotypes, undermine these principles. It is our collective responsibility to fight for these central concepts involving social justice. cooperatively, we can shape a future where every voice is heard and every individual is valued.

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### KEYWORDS

**Social Justice:** Refers to the fair distribution of resources and opportunities within a society, ensuring that all individuals, regardless of race, gender, origin, or socio-economic status, have equal access to fundamental rights and a decent life.

**Discrimination:** Workplace discrimination involves treating someone unfavorably because of characteristics such as race, gender, age, religion, sexual orientation, or disability

**Equality:** In the context of work, equality means that all individuals have equal opportunities and are treated without discrimination. The ILO champions equal opportunity and treatment for all workers.

**Diversity:** Refers to the variety of human characteristics in a population, including but not limited to race, gender, age, culture, religion, and sexual orientation.

**Xenophobia:** The fear or hostility towards foreigners or those perceived as foreign. The ILO combats xenophobia by promoting tolerance and inclusion.

**Migration:** The movement of people from one place to another, often for economic or political reasons.

**Multicultural world:** World where people from different cultures, backgrounds, languages, and traditions live together and interact.

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## GLOBAL OVERVIEW

### 1. Understanding Discrimination and Social Injustice in a multicultural world

#### Definition and Context:

Social injustice refers to situations where certain individuals or groups are disadvantaged and treated unfairly compared to others, due to factors like race, gender, ethnicity, socio-economic status, sexual orientation, or other personal characteristics. This inequity manifests in disparities in access to essential resources such as education, employment, healthcare, and housing, as well as unequal treatment and social recognition. Social injustice perpetuates structural and systemic inequalities, creating barriers that prevent some members of society from fully enjoying their rights and opportunities.

These injustices are often deeply rooted in historical, cultural, and economic structures that favor certain groups while marginalizing others. It typically occurs when social, legal, and political institutions fail to protect the rights of all individuals equally, leading to the exclusion and oppression of specific communities.

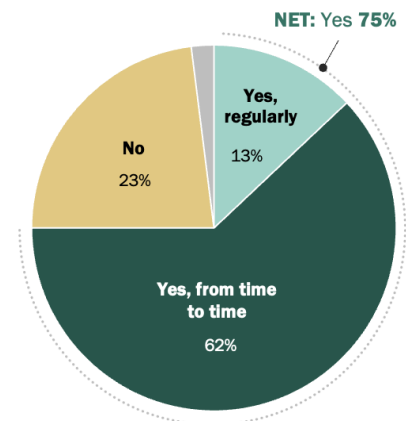
#### Main Types of Discrimination:

The major types of discrimination include racial discrimination, where individuals face unfavorable treatment based on their ethnicity, skin or gender. These also include sexual discrimination, where people are treated differently because of their sex or gender identity, affecting mainly LGBTQ+ individuals - disability discrimination, where disabled persons encounter obstacles in accessing employment, education, and services - religious discrimination, where people are marginalized due to their beliefs; and age discrimination, which can affect both the young and the elderly. Each type of discrimination contributes to systemic inequalities, hindering individuals from fully enjoying their rights and opportunities.

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#### The majority of Black adults say they have experienced racial discrimination

*% of Black adults who say they have personally experienced discrimination or been treated unfairly because of their race or ethnicity*



Note: Black adults include those who say their race is Black alone and non-Hispanic, Black and at least one other race and non-Hispanic, or Black and Hispanic. Share of respondents who didn't offer an answer is shown but not labeled.  
Source: Survey of U.S. adults conducted Sept. 12-24, 2023.  
"Most Black Americans Believe U.S. Institutions Were Designed To Hold Black People Back"

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## 2. Identifying the Causes of Discrimination and Social Injustice

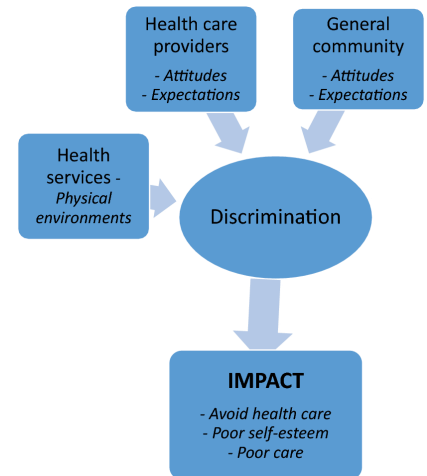
### Causes:

The roots of social injustice are often deeply entrenched in historical, economic, and cultural factors. Colonialism, deeply rooted prejudices, and discriminatory policies and legislation contribute to perpetuating inequalities. These causes manifest in various ways, such as economic disparities, including income and wealth gaps between different social groups. They also result in unequal access to education, healthcare, and employment opportunities, as well as systematic social exclusion. For instance, ethnic minorities and marginalized groups may be underrepresented in well-paying jobs and political institutions, while women continue to face the wage gap and gender-based discrimination. These manifestations of discrimination create structural barriers that prevent many individuals from reaching their full potential and fully participating in society.

However, discrimination can also be entrained by fear and ignorance. Fear of the unknown and lack of understanding about different cultures, religions, or lifestyles can lead to discriminatory attitudes. Ignorance and lack of exposure to diversity often fuel discriminatory behavior. In addition, media portrayals can reinforce stereotypes and normalize discrimination by consistently presenting certain groups in a negative or biased light. This can shape public perceptions and attitudes.

## 3. Impacts of Social Injustice

Discrimination and social injustice have devastating impacts on individuals, affecting their physical, mental, and socio-economic well-being. Victims of discrimination may suffer from chronic stress, anxiety, and depression, which harm their mental health. Social injustice also creates barriers to accessing essential resources such as education, employment, and healthcare, creating insurmountable obstacles to personal and professional development. The resulting economic inequalities exacerbate poverty and social exclusion, perpetuating a cycle of disadvantage for the individuals. Moreover, the stigma and prejudice associated with discrimination can erode self-esteem and a sense of belonging, further isolating marginalized individuals. In sum, discrimination and social injustice hinder individuals' harmonious development, compromising their ability to realize their full potential and contribute positively to society. (image on the right is an example of the health impact).



## 4. Case Studies

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Certain countries experience high levels of discrimination due to historical, cultural, and socio-economic factors. For example, India's caste system, racial discrimination in the United States, and severe gender discrimination in Saudi Arabia are notable examples of persistent discrimination issues. In contrast, countries like Canada, Norway, and New Zealand are recognized for their significant efforts in combating discrimination. Canada has implemented multicultural policies and strong legislation to protect minority rights. Norway is often cited for its proactive approach to gender equality, including gender quotas on corporate boards. New Zealand has taken important steps to recognize and protect the rights of indigenous peoples. These countries demonstrate that inclusive policies, legislative reforms, and awareness efforts can effectively reduce discrimination and promote a more equitable society.



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## TREATIES AND MAJOR EVENTS

**10/12/1948:**

*Universal Declaration of Human Rights,*

Adopted by the UN General Assembly, the Universal Declaration of Human Rights clarifies and specifies fundamental human rights, limiting social injustices.

**21/12/1965:**

*International Convention on the Elimination of All Forms of Racial Discrimination,*

Based on the principles of equality and dignity of the United Nations, this convention aims to eliminate all forms of racism.

**18/12/1979:**

*Convention on the Elimination of All Forms of Discrimination Against Women,*

This convention aims to reduce all gender-based discrimination and social injustice.

**2/09/2001:**

*World Conference Against Racism,*

The Durban Conference is the third session of the World Conferences Against Racism organized by the United Nations Educational, Scientific and Cultural Organisation (UNESCO).

**2007, popularized 5/10/2015:**

*#MeToo Movement,*

The movement expanded globally, resonating with diasporic communities as individuals from diverse cultural backgrounds shared their unique experiences of sexual harassment and abuse, highlighting the connections between gender-based violence and the challenges faced in

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multicultural contexts.

Protest movement created by Tarana Burke against sexual violence and gender discrimination. The movement gained widespread recognition in 2015 and 2017 after sexual allegations against film producer Harvey Weinstein.

### **13/07/2013:**

*Black Lives Matter Movement,*

Protest movement against perpetual racism segregating African-Americans in the United States. The diaspora played a crucial role in extending the Black Lives Matter (BLM) movement into a global movement by amplifying voices and experiences of Black individuals and communities outside the U.S. Activists from the African diaspora, as well as those from other marginalized communities, connected their struggles against systemic racism, police brutality, and social injustice to the BLM narrative. Social media facilitated the sharing of stories and mobilization efforts, leading to widespread protests and discussions about racial inequality worldwide. This global solidarity helped to frame issues of racism and inequality not only as American problems but as universal challenges that require collective action, thereby transforming BLM into an international movement for racial justice and human rights.

### **13/06/2024:**

*Global Coalition for Social Justice,*

This coalition, organized by the United Nations in Geneva, aims to reduce social injustices and raise awareness in several nations about their social and judicial situations.

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## POSSIBLE SOLUTIONS

**Social Media Awareness Campaign** focusing on local diversity and inclusion, choose a theme—such as "Faces of Diversity"—to highlight personal stories from your community.

**Educational programs to deconstruct stereotypes and prejudices.** Host educational programs in schools to display the impact of discrimination.

**Workshops on Diversity and Inclusion:** Organize workshops where students can learn about discrimination, unconscious bias, and cultural awareness.

**Cross-Cultural Peer Learning Sessions:** Arrange peer-led sessions where students from different backgrounds can teach each other language basics, traditions, or cultural practices.

**Virtual Exchange Programs:** Partner with a school in a different country or city for virtual cultural exchange sessions.

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## BIBLIOGRAPHY

### Reports:

- ❖ *Eliminate discrimination in the workplace, ILO* ([link](#))

The report explains the various forms of workplace discrimination. Useful as an introduction.

- ❖ *Advancing social justice, United Nations* ([link](#))  
insightful definition of social justice

### Sites:

- ❖ Global coalition for social justice, ILO ([link](#))  
useful site for general information

### Videos:

- ❖ What is social justice - ILO ([link](#))
- ❖ discrimination ([link](#))

### Images:

- ❖ Le Parisien ([link](#))
- ❖ Statista ([link](#))